



Business
& Finance

Leading in Wellbeing

Top 100 Companies
2022

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Recognising companies
leading the way in workplace
wellbeing

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“The Index has pulled exclusively from Ibec’s KeepWell community, primarily focusing on those companies who hold an active KeepWell Mark accreditation.” - Ibec

Alcon

Alcon Laboratories

Alcon is the global leader in eye care, dedicated to helping people see brilliantly. With an over 75-year heritage, we are the largest eye care device company in the world, with complementary businesses in Surgical and Vision Care. Being a truly global company, we work in 60 countries and serve patients in more than 140 countries. We have a long history of industry firsts, and each year we commit a substantial amount in Research and Development to meet customer needs and patient demands.



Aldi

A Story of Success - With roots dating back to 1913, Aldi (short for Albrecht Discount) entered the Irish market in 1999. Aldi employs over 4,500 people in Ireland and one of the world's most successful retailers. We have a vast network of 150 stores across the country with ambitious plans to open many more. There are currently more than 6,200 stores across our international business including stores in the UK, Germany, Italy, Australia and the USA.



Alexion

Alexion, the rare disease business unit of AstraZeneca, is a global biopharmaceutical company focused on serving patients and families affected by rare diseases and devastating conditions through the discovery, development and commercialization of life-changing medicines. As a leader in rare diseases for 30 years, Alexion focuses its research efforts on novel molecules and targets in the complement cascade and its development efforts on hematology, nephrology, neurology, metabolic disorders, cardiology, ophthalmology and acute care. The work we do is guided by people living with rare and devastating diseases. We are driven to continuously innovate and create meaningful value in all we do to help patients and families fully live their best lives. We know that to become the most rewarding company to work for we need to cultivate an environment in which every team member is encouraged and equipped to perform at their personal best. This is why we continually strive to foster a culture that reflects values that are core to our unique work, and illustrates our daily commitment to people living with rare and devastating diseases, our Guiding Star. Headquartered in Boston, Massachusetts, Alexion has offices around the globe and serves patients in more than 50 countries and has a strong presence in Ireland with commercial sites in College Park in Dublin and in Athlone. This press release can be found at: www.alexion.com.



Alkermes

Alkermes is focused on developing innovative medicines that seek to address unmet needs of people living with serious mental illness, addiction and cancer. A fully-integrated, global biopharmaceutical company with locations in the U.S. and Ireland, we are committed to designing medicines that make a meaningful difference in the way people manage their disease.



An Post

Delivering successfully in a digital world

The rapid growth of technology has created challenges but also opportunities for our business as communication moves online and we rapidly head towards a cashless society. As the digital world closes one door on our mail business with e-substitution, it opens another with the world of eCommerce. We're changing from one world to another, requiring us to make bold strategic moves to become a sustainable, profitable business.

One company, two businesses

We have restructured our company into two world-class businesses, An Post Mails & Parcels and An Post Retail, each with its own talented team and agreed long-term strategy.

Mails & Parcels

Our Mails & Parcels business is rapidly growing our eCommerce and mail marketing businesses, offsetting declining mail volumes, while still delivering the highest quality postal service to every home and business in Ireland. We want to play a full role in Irish economic life as the backbone of eCommerce, making sure that communities across Ireland have the same access to goods as in major world cities.

Retail

We already manage more cash than any other organisation in Ireland and will seek to diversify and grow our financial and retail services while providing a trusted gateway to government services for our customers, both online and in person. We aim to re-invent the post office network so every town and major village in Ireland has a modern post office, providing the financial technology services our customers need in a cashless society. We are committed to digital transformation and brand rejuvenation so we can offer customer-centred competitive services.

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Arthur Mallon Foods

Arthur Mallon Foods is the leading producer of sausages in Ireland, creating award winning sausages in County Monaghan since 1940. The company originated from Arthur Mallon's Butchers shop in Monaghan Town, which was famous for its tasty and creative sausages recipes. We have won over 160 awards both nationally and internationally, which makes us the most awarded sausage maker in Ireland.



ASL Aviation Holdings

ASL Aviation Holdings DAC is a global aviation services group based in Swords, Ireland, just 10 minutes' drive from Dublin Airport. The group consists of multiple companies including 6 airlines (7 airline operations) maintenance facilities and a number of leasing entities.

ASL's airlines operate under their own brands and they also operate passenger and cargo networks on behalf of major international customers including express freight integrators and passenger airlines.

The group has a fleet of circa 130 aircraft made up of 12 aircraft types from the 'jumbo', Boeing 747-400 freighters, to the smaller ATR 42 turbo props. In 2018 ASL's airlines operated 85,713 flights or 235 flights per day, 365 days of the year. The airlines carried 4,043, 021 passengers and 357,135 tonnes of freight on flights that totalled 186,130 hours. Overall reliability across the Group fleet was 97.6%.

While some of the group airlines were founded more than 40 and 50 years ago, ASL Aviation Holdings' foundation essentially began in 1998 and the company has been profitable every year since its incorporation. In 2017 group revenue exceeded U\$1 billion.

ASL employs 3,000 people globally from 51 different nationalities.



Avant Money

Avant Money is Ireland's newest mortgage lender and a leading provider of personal loans and credit cards for over 20 years. Avant Money currently offers some of the lowest interest rates available in the market for mortgages and personal loans, allowing customers to make substantial savings across the lifetime of its products.

Headquartered in Carrick-on-Shannon, Co. Leitrim, with a second office in Dublin, it employs over 250 staff. Avant Money was the first financial services company in Ireland to receive Ibec's KeepWell Mark in 2018 and became the first company in Ireland to be reaccredited in 2020.

The challenges faced by companies right across the globe since March 2020 have strengthened the importance Avant Money places on the health and wellbeing of its colleagues in the office as well as homeworking across the country. Avant Money HR Director, Helen Richardson, said, "It is a testament to our team that Avant Money has continued to flourish despite the pandemic. For me, a programme focused on the wellbeing of staff is vital, and so being reaccredited by Ibec with the KeepWell Mark last year was warmly welcomed. Wellness is at the core of everything we do at Avant Money and that is why we are pleased to hold ourselves to the highest standards and are thrilled to have our success as a good employer recognised by Ibec."



Aviva Stadium

Aviva Stadium prides itself on being a unique world class international stadium, an outstanding venue for football, rugby, concerts and conferences, providing a top class experience for customers, players, coaches, media, commercial partners and staff. The stadium is jointly owned by its two shareholders, the Irish Rugby Football Union and the Football Association of Ireland.

Aviva Stadium is an exceptional conference and banqueting venue and provides outstanding event space, with excellent views and facilities. Aviva Stadium works closely with its commercial partner, Compass Group PLC, to deliver superior conferences and events.

Aviva Stadium Wellness Committee

Aviva Stadium staff established a Wellness Committee in 2018 which promotes employee health and wellness initiatives throughout the organisation. The Wellness Committee gives staff control over what wellness programmes, events, and wellness challenges are offered and staff participation in wellbeing initiatives is high. The Wellness Committee is representative of our workforce. Other duties of our Wellness Committee include:

- Communicating to employees the value of the wellness program and the benefits they can expect to receive by participating.
- Generating ideas and objectives and setting wellness program goals.
- Assisting with planning and promoting wellness initiatives.
- Encouraging participation and feedback in every way possible.

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BioMarin

BioMarin is a global biopharmaceutical company and world leader in developing and commercialising first- or best-in-class therapies for rare genetic diseases. We take pride in going where the science leads us, pioneering breakthrough treatments for debilitating and life-threatening conditions where we can significantly improve upon the current standard of care. Our culture revolves around the ethos that no disease should go untreated, and our people are driven to discover, develop, and commercialise medicines that give patients, their families, and their caregivers hope where there was little or none.

BioMarin employs over 470 people in Ireland with its EMEA headquarters in Dublin and one of the Company's manufacturing facilities located in Cork. Both locations have active health and wellness programmes which are led by employees and supported by the Company's leadership team, ensuring employees are encouraged and supported to lead healthy and active lifestyles.



Blackrock Clinic

Blackrock Clinic is Ireland's leading and longest established private, high-tech hospital, focused on delivering the most advanced healthcare in Ireland. Since it opened in the mid 1980s, Blackrock Clinic has consistently built an unparalleled reputation in new high-tech surgical procedures, medical treatments and ground-breaking diagnostics. This reputation means that some of the best international and national consultants and healthcare professionals work at Blackrock Clinic. Blackrock Clinic is a progressive and pioneering hospital in which care for the patient is central to everything we do. Our vision is to be the best place to receive care, to practice medicine and to work and we are committed to delivering the highest standards of patient care through our culture of 'better together' and our values. Blackrock Clinic puts great emphasis on staff health, safety and wellbeing and is determined to continue to increase the focus on this area to support the teams working in the hospital to deliver the best patient care.



Boliden Tara Mines

Guided by Care, Courage and Responsibility we set out towards our vision to be the most climate friendly and respected metal provider in the world. Our purpose is to provide the metals essential to improve society for generations to come. Our values describe how we work together in our daily operations. It brings many different competences and skills together and forms our corporate culture towards a common purpose. Our overall goal is to create profitability and growth in a responsible manner with consideration for people, the environment and society. We contribute to sustainable metal production and a reliable supply of metals for society through our strategy of owning our own mines and smelters



Bon Secours Health System

As Ireland's largest independent hospital group, Bon Secours Health System is renowned for the quality of its service provision coupled with a rich tradition in healthcare. Bon Secours Health System is a not for profit organisation with its mission centered on providing compassionate, world class medical treatment to all those it serves. With nearly 4,000 staff, 450 leading consultants, Bon Secours treats in excess of 280,000 patients annually in its 5 modern acute hospitals in Cork Galway, Limerick, Tralee and Dublin as well as a Care Village in Cork. It is the largest provider of private healthcare in Ireland.



Bord Gáis Energy

Bord Gáis Energy is a utility that supplies gas and electricity and boiler services to customers in the Republic of Ireland. Bord Gáis Energy has been in operation in some form since 1976 and supplies over 750,000 customers with energy in Ireland. Since mid-2014 Bord Gáis Energy is also part of the global Centrica plc Group. Bord Gáis Energy has offices in Dublin and Cork as well as having boiler service technicians nationwide. Bord Gáis translates as "Gas Board", although is now a private company limited by shares and part of Centrica Global plc which also owns British Gas.



Bord na Móna

Bord na Móna is a climate solutions company. We are an Irish, semi-state climate solutions company helping lead Ireland towards a climate neutral future. Bord na Móna provides employment for approximately 1500 people and manages a land holding of over 80,000 hectares. We measure our work on this landbank over long-term timescales. Our ambition is to create the right conditions to store carbon and protect biodiversity, while helping to deliver ongoing sustainable energy security for Ireland.

Our solutions cover renewable energy, recycling, waste management, carbon sequestration and biodiversity conservation. We want to help create a brighter future where Ireland has reached net zero.

Bord na Móna has transitioned from a traditional peat harvesting organisation into a climate solutions company routed in renewable power operating with a mix of wind, biogas and biomass facilities.

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Boston Scientific

Boston Scientific transforms lives through innovative medical solutions that improve the health of patients around the world. As a global medical technology leader for 40 years, we advance science for life by providing a broad range of high performance solutions that address unmet patient needs and reduce the cost of healthcare. Established in Ireland since 1994, today Boston Scientific employs around 6,000 people across three facilities, located in Galway, Clonmel and Cork.



Breedon Group

Breedon Group plc is a leading construction materials group in Great Britain and Ireland. It operates two cement plants and an extensive network of quarries, asphalt plants and ready-mixed concrete plants, together with slate production, concrete and clay products manufacturing, contract surfacing and highway maintenance operations. The Group employs approximately 3,500 people and has over 1 billion tonnes of mineral reserves and resources. The Group's strategy is to continue growing through organic improvement and the acquisition of businesses in the heavyside construction materials market.



Bristol Myers Squibb Cruiserath Biologics

Bristol Myers Squibb is a leading global biopharma company focused on discovering, developing and delivering innovative medicines for patients with serious diseases in areas including oncology, haematology, immunology, cardiovascular and neuroscience. Our employees work every day to transform patients' lives through science.

Bristol Myers Squibb has been in operation in Ireland since 1964, employing over 650 people across a range of activities and business units.

Located in Dublin, Cruiserath Biologics Campus, the one billion Multi-Product Cell Culture Biologics Manufacturing facility plays a central role in the Global Product Development and Supply (GPS) network as the company's first European biologics manufacturing facility. This state of the art facility will produce multiple therapies for the company's growing biologics portfolio. Global Biologics Laboratory (GBL) responsible for the release testing of Biologics Drug product for the network, is also based on the Cruiserath Biologics Campus.

Cruiserath Biologics has been awarded Biopharma Company of the Year in 2019 and 2020 in the Irish Pharma Industry Awards and is certified as a Great Place to Work consecutively since 2017, including as a Great Place to Work for Women this year.



Brown Thomas Arnotts

Brown Thomas Arnotts are immensely proud of our unique heritage, yet never stop evolving with the times. We place tremendous importance on fostering a spirit of innovation and creativity, setting ourselves apart through continuous investment and by driving ideas sourced from all areas of our business. Brown Thomas Arnotts are part of the Selfridges Group, which provides leading luxury shopping experiences for millions of customers around the world through iconic, innovative and inspiring retail destinations.

In addition to Brown Thomas and Arnotts, the Group consists of Holt Renfrew in Canada, Selfridges in the UK and de Bijenkorf in the Netherlands.



Bulmers

Bulmers has been manufacturing cider in Clonmel since 1935, when local man William Magner established a cider mill in Dowd's Land Clonmel. Today, our manufacturing plant at Annerville, Clonmel is a multi-beverage site, directly employing over 200 people.

The Bulmers manufacturing site is part of the C & C Group, which is a leading, vertically integrated premium drinks company which manufactures, markets and distributes branded beer, cider, wine, spirits, and soft drinks across the UK and Ireland.

C&C Group's portfolio of owned/exclusive brands include, Bulmers, the leading Irish cider brand, Tennent's, the leading Scottish beer brand, Magners the premium international cider brand, as well as a range of fast-growing, super-premium and craft ciders and beers, such as Heverlee, Menabrea,

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Five Lamps and Orchard Pig. C&C exports its Magners and Tennent's brands to over 40 countries worldwide.

The main priority of Bulmers and the C and C Group continues to be the health, safety and wellbeing of our employees; recognising the key importance of delivering better safety standards and improving the wellbeing of our colleagues.



Cambus Medical

Cambus Medical is a medical technology company focused on developing, designing and manufacturing both sophisticated and niche critical components for minimally invasive medical devices used in diagnostic and therapeutic interventions.

We were established in 2006 and since then, have grown steadily with regular expansions to our manufacturing facilities. The Cambus Medical team have extensive experience in providing precision solutions to the medical device industry.

From prototyping your next program, through to full scale volume production, all processes are carried out in our highly integrated, state of the art facility.

In working with Cambus Medical, you will receive excellent customer service along with access to innovative solutions, experienced staff and top quality advice which is tailor made to your specific requirements. This is why some of the top medical device companies are counted among our many valued customers.



Circle K Ireland

Circle K Ireland, part of the global fuel and convenience store brand Circle K, is the leading forecourt and convenience retailer in Ireland. With over 2,400 employees, its retail network is made up of 420 stores across the island of Ireland. Of these locations, 160 are owned by Circle K, 7 are owned by franchise partners and 243 are owned by independent retail partners. With an ambition to grow its offering in Ireland, Circle K recently added 10 high street convenience and food stores in Dublin to its network. Circle K also operates a large commercial fuels business, with over 20 depots and two owned terminals across the country.

Circle K's mission is to make customers' lives a little easier every day by delivering the very best products and quality of service at every one of its locations across Ireland. To achieve this, Circle K fosters an environment where colleagues can grow personally and professionally, with a focus on the safety and wellbeing of colleagues, training and development, staff engagement and encouraging career progression both locally and internationally within the Circle K network.

With 420 service stations and convenience retail locations, Circle K is firmly established across the island of Ireland, providing support to both rural and urban communities. Circle K makes a difference in every community it operates in, offering employment opportunities, the provision of essential services and social engagement. Circle K is committed to implementing environmentally and economically sustainable practices across its product range and operations.



Coca Cola Hellenic

Coca-Cola HBC is one of the world's largest bottlers and partner of The Coca-Cola Company. With over 36,000 employees across 29 countries and operating on 3 continents, our mission is to delight the over 715 million consumers in our territories, by offering a choice of over 190 iconic global and favourite local brands in the moments that matter, 24 hours a day, 7 days a week. Our business has a strong heritage on the island of Ireland and has been refreshing local consumers for over 80 years.

Coca-Cola HBC Ireland and Northern Ireland produces, distributes, markets and sells a wide range of beverages which includes soft drinks, premium spirits and coffee. Our portfolio includes international and local brands such as Coca-Cola, Fanta, Schweppes, Monster Energy, Deep RiverRock, Glendalough, Campari, Macallan, Topo Chico, Costa and Fruice.



Compass Group Ireland

Compass Group Ireland are the people behind the most dynamic and rewarding food experiences in the country, with contract catering solutions built on much more than just food. They're powerful partnerships, rooted in trust, and delivered by people who care. Our mission is to make great-tasting food work for Ireland's greatest businesses, and that's exactly what we achieve for every client, every day.



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Córás Iompair Éireann (CIE)

Córás Iompair Éireann (CIE) acts as Holding Company for the CIE Group of Companies which incorporates Irish Rail, Dublin Bus, Bus Éireann and CIE Tours.

While not involved directly in the provision of services to the public, we employ approximately 170 officed based staff across five Dublin city locations. Since the onset of Covid-19 all staff are working remotely. As well as reporting to Government and liaising with the National Transport Authority (NTA), we provide a wide range of professional services to the wider CIE Group.

Services include:

- Legal advice and guidance
- Information Technology
- Insurance and Risk
- Internal Audit
- Finance and Reporting
- Property Services

With an average employee age of 48 and a near 50:50 gender balance CIE represents a dynamic and forward-looking environment in which to work. Backed up by our policies and procedures we strive to ensure employee wellbeing is a high priority. We are very proud to display our Keepwell Award in our Boardroom at Heuston Station and look forward to continuing our employee wellbeing journey.



Cork County Council

Cork County Council, the largest local authority in the country in geographical area and with a population of 332,255, is the second largest Local Authority nationally, and the largest outside Dublin. The Council has a revenue budget for 2022 of €372m and current staff numbers of approximately 2,400.

The Council delivers a broad and diverse range of services, including Roads, Motor Taxation, Housing, Planning, Environmental Services, Economic Development, Tourism, Community Development, Arts & Heritage, Fire Services and Library Services.

Cork County Council received a Higher Distinction award and a Consistent High Achiever award at the 2020 National Irish Safety Organisation Awards. The Council's Safety Management System earned OHSAS (Occupational Health and Safety Management Assessment Series) 18001 certification in 2017 becoming the first Local Authority to do so. The accreditation lasted 3 years, during which time OHSAS 18001 was replaced with ISO 45001. Following its transition to the new Occupational Health and Safety requirements of the ISO standard, Cork County Council became a first-time achiever in its field once again, achieving ISO 45001 accreditation, while the organisation supported the County Cork community in its response to Covid 19.

Achieving yet another first for a local authority, Cork County Council was also accredited with the Ibec KeepWell Mark in November of 2020, due to dedicated efforts to promote health and wellbeing as part of the Safety Management System. The Ibec KeepWell Mark standard reflects success in the eight target areas of leadership, health and safety, absence management, physical activity, mental health, smoke free, intoxicants and healthy eating.



Crowleys DFK

Crowleys DFK is one of Ireland's leading firms of Chartered Accountants and Business Advisors. With offices in Dublin and Cork, we have been providing client-focused audit, accountancy, financial advisory, taxation, corporate finance and consulting services for 47 years.

We are proud of the reputation and long-term relationships we have built with our clients over the years. They represent a diverse range of today's most innovative and high-performing industries in the indigenous SME and Foreign Direct Investment sectors. We are also widely regarded as one of the leading advisors to the Public Sector.

We never lose focus on clients' objectives. We guarantee each client receives the same quality expert advice and value-added service to make their organisation more efficient, effective and compliant.

Innovation is key to all services we provide at Crowleys DFK. It is a core value of the firm. A key example of this is our commitment to [cloud accounting](#) – the next generation of accounting. We are one of Ireland's leading cloud accounting service providers and are a [Xero](#) Platinum accredited partner.

[Corporate Social Responsibility](#) is an essential part of our business. Showing a level of care for our employees, our community and the environment are key factors in how we measure our success. We have long recognised the importance of making the wellbeing of our employees a strategic priority and strive to provide the highest standard of workplace health, wellbeing, and safety.

Our national presence in Ireland is supported by our international reach through [DFK International](#).

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DFK International is one of the world's leading associations of independent accounting, legal, tax and business advisory firms. DFK are passionate about ideas, innovation and new technologies. As of 2021, DFK International has 229 member firms, with 441 offices across 93 countries and a turnover of \$1.486 billion.



daa

daa is a global airports and travel retail group with businesses in 16 countries. We are owned by the Irish State and headquartered at Dublin Airport. We own and manage Dublin and Cork airports and have international airport operations and investments in Cyprus, Germany and Saudi Arabia. ARI, our travel retail subsidiary, has outlets in Europe, North America, the Middle East, India and Asia-Pacific. We also provide aviation advisory services with our daa International consultancy business.

Dublin and Cork airports are the two largest airports in the Republic of Ireland welcoming a combined 35.5 million passengers in 2019. ARI is a leading international travel retailer, with operations in 12 countries, and it also holds the Group's 20% stake in Düsseldorf Airport. daa International is an airport management and aviation advisory services business. Dublin Airport Central is Ireland's next generation business destination located directly opposite Terminal 2. The Group's core purpose is to connect Ireland with the world and its vision is to be an airport industry leader.

We grow our business with talented people by delivering great value for airlines, passengers and our business partners. daa turnover in 2019 was €935 million, up 4% on 2018, and driven by growing passenger numbers and increased commercial income. Group profit after tax, excluding exceptional items, was €150 million.

The Group employs over 2,500 people at its operations in Ireland and abroad.



DeCare

DeCare is Ireland's only specialist dental, vision and wellness benefits provider. For over twenty-two years, DeCare has provided dental insurance products, services and wellbeing programmes to our global customer base in Ireland and the United States. Our specialist products and services are delivered by our talented team and have enabled over 400 companies in Ireland to help their staff to look after their oral and general health by lessening costs and increasing health awareness.

Globally, DeCare Dental is a trusted brand, administering dental benefits for over 40 years and supporting over 10 million dental members worldwide. DeCare is a subsidiary of Anthem, the largest health benefits provider in the U.S and a brand that is recognised for innovation and service. In Ireland, this global strength and experience backs our local team, products, service and oral health expertise.

DeCare offers a range of dental and vision insurance plans to suit every company budget with options for fully corporate paid, flex and employee-self-pay schemes. Our comprehensive dental insurance products encourage regular dental visits and provide financial protection for minor and major treatment. An eye exam does more than alert you to whether you need glasses. It's essential for detecting eye health problems early such as glaucoma and high blood pressure. Most importantly, employees who see well, perform better and make fewer errors.

Wellness from DeCare offers a range of general health clinics including dental wellness programs. We offer expert advice on wellness services to suit your company and deliver them in a cost effective and timely manner.



Dublin Bus

Dublin Bus is Ireland's largest public transport provider operating an extensive network of 125 routes including Nitelink and five 24-hour routes in the city of Dublin and the Greater Dublin Area. With a fleet of over 1,000 fully accessible buses, including over 200 hybrids, Dublin Bus carried 69.9 million customers in 2021 despite operating at 50% and 75% capacity to help combat COVID19. Employing over 3,700 people, Dublin Bus is considered a pioneer in the development of policies and support initiatives around workplace issues



Elavon Financial Services

People come first at Elavon. Our payments experts deliver tailored and reliable solutions to power the payments of our customers, inspiring them to reach their goals and potential. Together we are stronger, overcoming challenges and connecting your business with a world of customers. We're

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a top five acquirer in both Europe and the USA, employing 4,000 people across United Kingdom, Ireland, Germany, Belgium, Netherlands, Poland, Denmark, Sweden, Spain and Norway, with over 1.3 million customers worldwide. Our single international processing platform makes it easier for you to do business across the globe and it's proven to be one of the industry's most reliable, with typically 99.999% of continuous 'up-time'.

At Elavon, we are committed to supporting our employees and communities year-round through volunteering, mentoring, and being an advocate for diversity, equity, and inclusion. We focus on what matters most – the people and dedicate ourselves to creating meaningful change while achieving our full potential as an organization.



Electricity Supply Board (ESB)

Electricity Supply Board (ESB) was established in 1927 as a statutory corporation in the Republic of Ireland under the Electricity (Supply) Act 1927. With a holding of 95%, ESB is majority owned by the Irish Government with the remaining 5% held by the trustees of an Employee Share Ownership Plan.

As a strong, diversified, vertically integrated utility, ESB operates right across the electricity market: from generation, through transmission and distribution to supply. In addition, ESB extracts further value at certain points along this chain: supplying gas, using our networks to carry fibre for telecommunications, developing electric vehicle public charging infrastructure and more.

ESB is a leading Irish utility focused on providing excellent customer service and maintaining our financial strength. We have a regulated asset base of approximately €9 billion with 43% of electricity generation capacity in the all-island market. We currently supply electricity to approximately 1.4 million customers throughout the island of Ireland. ESB Group employs approximately 8,000 people.

Our mission is to bring sustainable and competitive energy solutions to all customers and our vision is to be Ireland's foremost energy company competing successfully in the all-island market.



Element Six (e6)

Element Six (e6) is a global leader in the design, development and production of synthetic diamond and tungsten carbide advanced material solutions. Part of the De Beers Group, E6's primary manufacturing sites are located in the UK, Ireland, Germany, South Africa, and the US. Since 1959, Element Six's focus has been on engineering the diamond synthesis process to leverage the material's extreme and diverse properties, including hardness, high tensile strength, chemical inertness, broad optical transmission and very high thermal conductivity. Element Six advanced material solutions are used in applications such as cutting, grinding, drilling, shearing and polishing, while the extreme properties of synthetic diamond beyond hardness are opening up new applications in a wide array of industries such as optics, power transmission, water treatment, semiconductors and sensors.



Expleo

Expleo is Ireland's leading quality partner for end-to-end digital transformation. We help businesses to harness unrelenting technological change to successfully deliver innovations that will help them gain a competitive advantage. From concept to delivery, our personable people combine the agility, creativity, and proactivity you need to transform your business, with the reliability of experience, knowledge, and best practices specific to your industry.



Exyte Northern Europe Limited

Exyte is a global leader in design, engineering and delivery of facilities for high-tech industries.

Exyte has operated in Ireland and Northern Ireland since 2000, applying global expertise, technology and engineering excellence to deliver some of the area's most advanced manufacturing plants, life science and data centre projects.



Fexco

Fexco started as a Bureau de Change business in 1981 to meet the needs of customers. Over the years, as regulations, customer needs and technologies changed, Fexco has continued to evolve and has expanded across the globe. New businesses and, in some cases, new industries have been developed by Fexco using technology to solve problems in currency solutions across cash, card and digital payments. Today, Fexco uses proprietary technology and digital platforms to deliver better and faster solutions for partners and customers, particularly in payments, currency exchange solutions, managed services and sustainability related technology.

Fexco manages over \$17bn in transactions annually, employing 2,300 people over 29 countries, with the largest percentage employed in Killorglin, Co. Kerry.

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Fidelity International

Fidelity International offers investment solutions and services and retirement expertise to more than 2.5 million customers globally. As a privately held, purpose-driven company with a 50-year heritage, we think generationally and invest for the long term. Operating in more than 25 countries and with \$706.3 billion in total assets, our clients range from central banks, sovereign wealth funds, large corporates, financial institutions, insurers and wealth managers, to private individuals.

Our Workplace & Personal Financial Health business provides individuals, advisers and employers with access to world-class investment choices, third-party solutions, administration services and pension guidance. Together with our Investment Solutions & Services business, we invest \$471 billion on behalf of our clients. By combining our asset management expertise with our solutions for workplace and personal investing, we work together to build better financial futures. Data as at 31 December 2020.



Frylite

With 30 years' industry experience and today's market leader, we know a thing or two about the oil business. But while we know our products and their quality inside out, that's not what drives our success.

Today more than 7,000 food industry businesses across Ireland, from local independents to multi-national brands, trust us to deliver quality and service, week in, week out.

With 30 years industry experience and today's market leader, we know a thing or two about the oil business. But while we know our products and their quality inside out, that's not what drives our success. Building the business around our customers, Eamon went further to develop and deliver a ground breaking complete supply and waste collection service that is now the first choice for more than 60% of the food industry in the island of Ireland.

Frylite: Making Sure Freshness, Quality and Value are all on the Menu.

Before 1988, the vegetable oil supply industry can only be described as poor, products were inferior and customers were indifferent. Eamon McCay saw all of those challenges as opportunities to create a brand new, complete oil management system that was ground-breaking in its simplicity. Putting the customer at the heart of the business, Frylite set out to challenge accepted practice and improve service with new ideas and innovative technology. Today, that commitment to and investment in innovating for our customers continues and Frylite is well-known as the industry leader across the island of Ireland.



Galway & Roscommon ETB

Galway and Roscommon ETB provides a wide range of education services across Galway and Roscommon. We cater for a diverse population with different educational, social and cultural needs. We provide educational services to a population of over 324,000 (CSO 2016). These services include community national schools, post-primary schools, further education and training, and community based education programmes and training. GRETB runs and manages Petersburg Outdoor Education & Training Centre, an Education Unit in Castlerea Prison and an Education Centre for refugees in Ballaghaderreen. Galway and Roscommon ETB is the lead partner for three Music Generation projects (County Galway, Galway City and Roscommon) which are being rolled out in the region. In accordance with the Education and Training Boards Act 2013, we are also responsible for supporting the provision, coordination, administration and assessment of youth work services in counties Galway and Roscommon.

Galway and Roscommon ETB is the second largest ETB in the country, in terms of geographical area, and includes three islands. County Galway has the single largest and most populous Gaeltacht area in the country. Promoting Gaeilge is an essential element of GRETB's core service. We have eight Coláistí lán-Ghaeilge and a number of our Further Education and Training centres in Connemara also operate through Irish.



Gilead Sciences

Gilead Sciences, Inc. is a biopharmaceutical company that has pursued and achieved breakthroughs in medicine for more than three decades, with the goal of creating a healthier world for all people. The company is committed to advancing innovative medicines to prevent and treat life-threatening diseases, including HIV, viral hepatitis and cancer.

Gilead operates in more than 35 countries worldwide, with headquarters in Foster City, California. Since opening its first office in Ireland in 1999, Gilead's footprint has grown to include four sites employing some 550 people – its biggest presence in the EU. To date, Gilead's capital investment in Ireland has amounted to €250 million and at the heart of this presence is the global manufacturing facility in Carrigtwohill, County Cork, which is responsible for 25% of the company's global solid oral drug production. Most recently, a new Dublin office is home to a Global Development organisation focussed specifically on the management of the company's paediatric clinical programmes.

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Global Shares

Global Shares manages employee stock plans for some of the world's biggest companies. With headquarters in Clonakilty, offices in Cork City and 14 international locations worldwide, its team of 460 employees and award-winning fintech solution helps companies harness the power of employee ownership. It exports to 100+ countries worldwide.



Health Products Regulatory Authority (HPRA)

We are the Health Products Regulatory Authority (HPRA) and we regulate medicines and devices for the benefit of people and animals. We are committed to excellence in health product regulation through science, collaboration and innovation.

We use our scientific and clinical expertise to review and monitor health products available in Ireland or exported abroad. Our aim is to make sure that health products we regulate are as safe as possible and do what they are intended to do.

We regulate:

- Human medicines
- Veterinary medicines
- Medical devices for human use
- Clinical trials
- Blood and blood components
- Human tissues and cells
- Human organs for transplantation
- Controlled substances
- Cosmetics
- The use of animals for scientific purposes

Our primary functions include:

- Inspecting companies and facilities which test, make or distribute health products to ensure that they comply with relevant standards and legislation
- Granting licences to companies to make, distribute and market medicines after a review of their safety, quality and effectiveness
- Continuously monitoring medicines, medical devices and other health products, responding quickly to any safety or quality concerns
- Producing safety and quality information to support the safe use of health products

To find out more about our work, please visit hpra.ie/about which includes a short video explaining our remit and functions.



HEAnet & EduCampus

HEAnet CLG, Ireland's National Education and Research Network, was incorporated in November 1997 and provides Internet connectivity and associated ICT services to education and research organisations throughout Ireland, including all primary and post-primary schools. HEAnet's vision is enabling Ireland's digital ambition and its mission is delivering common, repeatable, shareable solutions for all of education.

EduCampus Services was set up in April 2015 by the Higher Education Authority as a subsidiary company of HEAnet CLG. EduCampus' vision is to empower higher education through quality IT shared services. It is an education sector shared service that provides business critical ICT application services and Management Information Systems (MIS) systems to the Higher Education and Research sectors in Ireland. Together, HEAnet and EduCampus form the HEAnet Group.



Henry J Lyons Architects

Henry J Lyons is recognised as one of Ireland's leading architectural practices. We design and deliver innovative, award-winning projects across multiple sectors. Over the past 100 years, the practice has gained an in-depth working knowledge of many building types and how to deliver them. Workplace, retail, cultural, hospitality, educational and residential buildings, often in mixed-use developments and complex urban contexts, form the cornerstones of our output. To achieve the best project outcomes possible, we encourage knowledge sharing between our specialist sector design teams and between our studios. We have over 300 dedicated and talented staff members located in Dublin and Cork. Our studios are defined by strong teams, an experienced network, versatile capabilities and proven process

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Hilton Foods

Hilton Food Group's strategy is to support our customers' brands and their development in local markets, leading to sustainable growth. This clear and straightforward approach has generated great success and built us a strong reputation for transparency, honesty and agile thinking, backed up with modern and well-invested facilities.

What we deliver for our partner is determined by their commercial agenda and their competitive pressures. We dedicate ourselves to fully understanding both. We then design an entire operation and supply chain around their needs and priorities.

Through our service model (the people and the processes we set up), we aim to meet the needs of our partners' culture, structure and operational requirements. In other words, what we do and what we deliver is designed around them. We focus on their specific consumers and on the trends that impact their needs and preferences.



Horse Racing Ireland (HRI)

Horse Racing Ireland (HRI) is the national authority for thoroughbred racing in Ireland, with responsibility for the governance, development and promotion of the industry under the Horse and Greyhound Racing Act 2001.

At HRI, our vision is to ensure Ireland will be the global leader in Horse Racing and Breeding, sustaining a vibrant and rural industry. Our mission is to develop and promote Ireland's Horse Racing and Breeding industries to administer and govern the sport of Horse Racing in Ireland, to cultivate and promote the highest standards of integrity and welfare.

Success of our Mission, Vision and Purpose is heavily dependent on the success of our people and our teams at HRI.

In May 2021, Horse Racing Ireland launched the Employee Assistance Programme (EAP). EAP is a confidential programme available 24 hours a day, 7 days a week, that provides all employees and their families with immediate help and support in managing whatever work or personal issues they are facing. It also offers a wellbeing series which delivers high-quality, expert-led health and wellbeing events throughout the year.



Ibec

Ibec is Ireland's largest and most influential business lobby and representative group, with our members employing over 70% of private sector workers. We believe a strong economy and business climate can help make Ireland a better place to live and work in. Together with our trade associations, we lobby government, policymakers and other key stakeholders with evidenced-based policies designed to positively shape business conditions and drive economic growth.



IE DOMAIN REGISTRY CLG, T/A .IE

.IE operates Ireland's national registry for all Internet addresses ending in .ie. Our purpose is to engage and empower people, communities and businesses across Ireland to thrive online. Good governance is evidenced in our policy development process for the .ie namespace, which follows a bottom-up, consensus-driven approach through a multi-stakeholder Policy Advisory Committee. We work with and support SME organisations to improve their members online presence and e-commerce capabilities so they can unlock the power of the Internet to boost sales to local consumers.

The ccTLD registry is managed by .IE in the interests of the Local Internet Community. There are almost 334,000 registered .ie domains, which are securely managed by the company's accredited registrars.

We celebrate diversity and are proud to be an equal opportunities workplace. We are committed to fostering a culture with a strong emphasis on life/work balance, with health & wellbeing at the heart of our employee agenda, and at the core of the foundational principles of our business. We encourage teams and leaders to bring their best each day, embracing a growth mind-set, inspiring excellence and innovation. Ours is a people centred culture in a digital age.



Indaver

Indaver leads the field in sustainable waste management in Europe. Our trademark is delivering high quality, cost effective services in the municipal, industrial and specialist hazardous waste markets. We offer Total Waste Management and Waste-to-Energy solutions. Our Waste-to-energy facility in Meath produces electricity to power more than 22,000 homes annually. A new waste-to-energy (WtE) facility is currently under construction in Aberdeen, while work continues to develop other WtE facilities in Ireland and the UK. Our Total waste management is a critical service to the BioPharmChem industry in the region, where we work in partnership with the main players in this field. We take a long-term view, which is why sustainability is at the core of our business and

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most importantly our company culture. This sustainability culture applies to the care taken with our employees in order to provide them with a more sustainable future.



Inland Fisheries Ireland

Inland Fisheries Ireland is a statutory body operating under the aegis of the Department of Environment, Climate and Communication (DECC) and was established under the Fisheries Act on 1st July 2010. Its principal function is the protection and conservation of the inland fisheries resource. Inland Fisheries Ireland promotes, supports, facilitates and advises the Minister on the conservation, protection, management, development and improvement of inland fisheries, including sea angling. Inland Fisheries Ireland also develops policy and national strategies relating to inland fisheries and sea angling and advises the Minister on same.



Irish Country Meats

Irish Country Meats is Europe's leading lamb processor with a reputation for product quality and innovation in all the markets we serve. With modern production facilities in Camolin, Co. Wexford, Navan, Co. Meath and Liège, Belgium we have a market reach covering Europe and further afield. Currently servicing over 30 markets worldwide, the company works in close partnership with our customer base to deliver unrivalled expertise in direct livestock procurement, quality lamb production, cold chain management, processing efficiency and after-sales service.

From farm to fork, we invest in the standards, processes, training, product development and delivery methods necessary to meet our objective – to be the best at what we do. Our partnership approach coupled with our specialisation, promotes the sharing of information in an open and constructive manner resulting in a more customer focused, cost effective delivery of product in a dynamic and competitive marketplace. We produce and market a full range of sheepmeat products from traditional carcass to innovative ready to cook and formulated lamb products. Ongoing capital investment in our production facilities has underpinned the company commitment to the highest standards of production and the evolution of our business model.

We are an industry leader in Ireland in driving the sustainability agenda with our company being among the founding verified members of the Bord Bia Origin Green programme in 2013.

Our most valuable asset is our people and continuous investment in our talent pool ensures we have the skillset to match our ambitions.



Irish Wheelchair Association

The Irish Wheelchair Association is one of Ireland's leading organisations for people with physical disabilities.

We provide a nationwide assisted living service, community centres in every county, a fleet of accessible buses, a national parking permit and driving school service, wheelchair accessible social houses and help young people with disabilities to build employability skills and confidence.

Our flagship sports programme, IWA Sport, is the national governing body for wheelchair basketball, wheelchair rugby and powerlifting and runs sports clubs for children and adults. Many of Ireland's finest para-athletes started their careers with IWA Sport.



John Sisk & Son (Holdings) Ltd

John Sisk & Son (Sisk) is an innovative, international, construction and engineering business with long term vision, celebrating over 160 years in operation. Sisk employs approx. 1,900 people and is Ireland's leading provider of construction services with extensive operations across Ireland, the United Kingdom and mainland Europe.

Our values are Care, Integrity and Excellence. We take the time to talk to our people, to develop their skills and to find out what is important to them and the clients they partner with. We don't just listen; we also incorporate what our people tell us into our strategic plans and objectives. One of our long-standing fundamental principles is to nurture the talent that we have and to attract the next generation of future leaders. Our people are our strength and so we invest heavily in their Career, their Wellbeing and their Workspaces to ensure that we harness their capabilities to design, build and sustain world class buildings & infrastructure that we can all be proud of.



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Kildare Village

Kildare Village is home to a unique edit of 100 fashion and lifestyle boutiques offering savings of up to 60% on the recommended retail price, all year round. Set in the beating heart of horse-racing country, the Village is located just an hour south-west of central Dublin and perfectly situated for routes to important tourist destinations in the region including Cork, Limerick, and Galway. A bastion of Irish talent, Kildare Village strikes an astute balance between gentle regional charm and an artful spread of homegrown and international brands. Services include Virtual Shopping, Personal Shopping, Tourist Information, a luxurious VIP Lounge, Hands-free Shopping, and Valet Parking. With a range of restaurants and cafés in the Village, guests can unwind and discover with the celebrated Irish hospitality.

Learn more about Kildare Village, a member of The Bicester Village Shopping Collection, at [KildareVillage.com](https://www.kildarevillage.com).



Mallinckrodt Pharmaceuticals Ireland Ltd

Mallinckrodt Pharmaceuticals Ireland Ltd. is a global business that develops, manufactures, markets and distributes specialty pharmaceutical products and therapies. Areas of focus include autoimmune and rare diseases in specialty areas like neurology, rheumatology, nephrology, pulmonology and ophthalmology; immunotherapy and neonatal respiratory critical care therapies; analgesics and gastrointestinal products; and regenerative medicine.

Mallinckrodt is focused on improving outcomes for underserved patients with severe and critical conditions. We have a long history of operations in Ireland, having had a presence here for over 25 years. Since 2016, we have opened new offices, a manufacturing facility and a Global Device Engineering laboratory at the College Business and Technology Park, in Blanchardstown, Dublin 15.



ManpowerGroup (Ireland) Ltd

ManpowerGroup Global is the leading global workforce solutions company, helps organisations transform in a fast-changing world of work by sourcing, assessing, developing and managing the talent that enables them to win. We develop innovative solutions for thousands of organisations every year, providing them with skilled talent while finding meaningful, sustainable employment for people across a wide range of industries and skills.

ManpowerGroup Ireland is a subsidiary of ManpowerGroup Global, one of the worlds leading recruitment and HR services organisations. In Ireland we operate three distinct brands – Manpower (recruitment), Experis (IT), and Right Management (Talent Development, Coaching & Outplacement). ManpowerGroup Ireland has a presence across the country, working with a wide range of organisations from smaller enterprises to multinational firms, in enhancing their workforce talent in Ireland. We put people first and make personal engagements the essence of our business.



Merit Medical Ireland Ltd

As a global employer, Merit Medical provides immense opportunities to improve the wellbeing of employees around the world. In 2019, the position of Chief Wellness Officer (CWO) was added to our C-Suite. As CWO, Nicole Priest, MD, leads Merit Medical's wellness programs and is making a big difference in the lives of employees not just in Merit Medical Galway but around the world.

"Helping people make positive, impactful lifestyle changes is my passion, and it's incredibly rewarding to assume a leadership role in an organization that shares that passion. As CWO, I will ensure that Merit continues and expands its commitment to investing in employee health, wellbeing, and satisfaction." —Nicole Priest, MD, Merit Medical CWO

At Merit Galway our employees are embracing physical and mental wellness by participating in on-site services, such as health coaching, yoga classes, and preventative screenings for high cholesterol, diabetes, prostate cancer, and breast cancer. Employees can also attend periodic Lunch and Learn events that present topics on weight loss and exercise. Each year Merit Galway sponsor a mental health week to bring awareness to and combat the negative stigma surrounding mental health issues. In 2019 this program had great success with involvement of over 400 employees. Our people are at the heart of everything that we do here in Merit and this is preserved not only in our ways of working but also to how we try to always bring the employee voice to the fore and be innovative in our wellness programmes.

Understand. Innovate. Deliver.



Milford Care Centre

Milford Care Centre is a voluntary, not-for-profit organisation and a registered charity. It was first established by the Little Company of Mary Sisters in 1928 and now provides Specialist Palliative Care Services and Older Persons Services in the Mid West. The Board of Directors and Management Team oversee the service delivery and fundraising activities. The private-not-profit Nursing Home

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is self-funding. As a voluntary organisation we work in partnership with the HSE and the Specialist Palliative Care services are currently 75% funded by the HSE. Fundraising provides an integral part of the funding required to support the delivery of vital Specialist Palliative Care services. We rely heavily on and are extremely grateful for the generosity of the general public, who contribute to our services by donating money or running events to support the funds required to provide vital Specialist Palliative Care services. Throughout the calendar year we run key fundraising events such as the 'Milford Hospice 10k', 'Coffee Morning', 'Sunflower Day' and the 'Light Up A Memory' events.

We pride ourselves on striving to deliver the highest quality of care across the Nursing Home, and the Specialist Palliative Care services which include Specialist Palliative Care In-Patient Unit, Specialist Palliative Out Patient Unit, Specialist Palliative Day Care and Hospice At Home (community teams working across Limerick, Clare and Tipperary). In addition, we also deliver Older Persons Day Services. One of our greatest assets are our staff, and have over 385 staff working across the Mid-West region.

Every day our staff care for patients/residents and support their families during what is most likely a very vulnerable time in their lives. As an organisation we support our staff by keeping their wellbeing central.



Mitie Ireland

Mitie Ireland is a total facilities management company which forms part of Mitie Group, established in Ireland in 2010. Mitie have an extensive self-perform capability with extremely talented and experienced people, across the island of Ireland. The core services provided by Mitie are electrical, mechanical and fabric maintenance and repair, asset management, cleaning, industrial cleaning, security, project management, 24/7/365 service desk and consultancy services relating to sustainability/energy and workplace technology deployment. We have been proud to keep some of Ireland's essential businesses running safely during Covid-19 and proud of our frontline heroes who have made that possible.

We are a people business and have worked hard to create an inclusive culture which encompasses employee engagement, commitment to our clients through customer experience and doing the basics brilliantly. We have moved the dial on engagement by actively listening to our people who took the time to provide honest feedback. Our engagement programme encompasses the entire company, not just senior or middle management or front-line staff. Appropriate interventions have been made at every level which have led to ongoing incremental improvements and culture has become a topic that everyone talks about – what it means to them, what they want it to be and how to achieve that.

The award of The KeepWell Mark by Ibec is formal acknowledgement of the work and commitment relating to employee wellbeing, mental health and culture development.



Motor Distributors Limited

Motor Distributors Limited (MDL) is the largest importer and distributor of Mercedes-Benz in Ireland and is a key part of the O'Flaherty family group of companies. The O'Flaherty family have a long history in the Irish motor industry and have been involved in manufacturing, distribution and retail operations since 1950 before securing the Mercedes-Benz distribution rights for Ireland in 1954.

While Motor Distributors Limited is proud and protective of this deep history, we are also immensely appreciative of the commitment and contribution that generations of people have given to the brands that we represent and to the customers that trust us. We are more committed than ever to improving the health, welfare and wellbeing of our employees and we utilise a range of benefits and wellbeing initiatives that enable them to meet their personal and professional needs.



Munich Re Automation Solutions Limited

Munich Re Automation Solutions is the Irish subsidiary of Munich Re, Germany. We've been at the forefront of the digital revolution in the insurance industry for over 30 years and have grown to become one of the most successful providers of automated life insurance solutions globally and enjoys the highest levels of customer satisfaction in the market. Today most of the world's best-known life insurers use our digital underwriting suite of products, ALLFINANZ, to ensure underwriting consistency, improve the customer journey and accelerate the life insurance application process.

Headquartered in Dublin, Ireland with regional offices in the USA, Australia, Singapore and Japan, we serve clients across the globe and make Munich Re Automation Solutions the natural choice technology partner for life insurers worldwide. We're on a mission to revolutionise the way life insurance is bought and sold, using next-generation technology to give insurers the power to grow their business profitably.

Munich Re Automation Solutions actively invests in its employees and embrace the uniqueness

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of each individual. We bring together expertise from different disciplines as well as cultures, nationalities, genders and different generations. Our people is our greatest asset and we understand that sometime self-care is not always easy. We are committed to supporting our employees' health, wellbeing, and development. Augmenting quality of life and contributing to a healthier future begins today with safeguarding the health and wellbeing of our employees.



National Cancer Registry Ireland

The National Cancer Registry Ireland (NCRI) is a publicly appointed body, established in 1991, to collect and classify information on all cancer cases which occur in Ireland. Our activities include - collecting information on all new cancer cases in Ireland, monitoring trends and outcomes in different cancer types, promoting the use of the information we collect in research and in the planning and management of services, and publishing an annual report on cancer statistics. Cancer registration in the Republic of Ireland by the NCRI is population-based, covering a population of 5.01 million in 2021. The NCRI is funded by the Department of Health.

The information the NCRI collects is used in research into the causes of cancer, in education and information campaigns, and in the planning of the national cancer strategy to deliver the best cancer care to the whole population. The NCRI regularly publishes reports on cancer incidence and survival and, more periodically, on prevalence and projections and has developed a diverse portfolio of research projects, many of which involve external collaboration.

The National Cancer Registry employs 46 people in its Cork based office and runs an employee wellbeing programme which is supported by the organization's management team, ensuring employees are encouraged to embrace the concepts of wellbeing and are supported across all areas of wellness including mental health, physical activity, diet and nutrition.



National College of Ireland (NCI)

National College of Ireland is a leading, not -for- profit, third level institution. Located in the heart of the IFSC, NCI employs 350 academic and professional staff led by President Gina Quin and Vice President Jimmy Hill.

Director of HR, Mary Connelly, with her team, has drawn on NCI's core values to deliver a series of initiatives over the past two years, clarifying and extending the supports available to all staff, creating online and offline community spaces for communication and shared experience, and centring wellness at the heart of NCI's working life. Now enrolled in The KeepWell Mark™, NCI are working to make wellbeing a strategic focus by and placing staff welfare at the centre of what we do.



National University of Ireland Galway (NUIG)

NUI Galway (National University of Ireland Galway) has been inspiring minds since 1845 as a research-led university and is one of the oldest and largest universities in Ireland. We are an international university with global ambition, but with deep roots in Galway City and West of Ireland, which is renowned for its unique culture, creative industries, medical technologies, marine ecology and economy, and innovation. From this unique location, we are passionate about leading the transition to a more sustainable future and we are committed to using our talents and skills to address the United Nations' Sustainable Development Goals from multiple perspectives.

Also, with over 19,000 students, 17% of which are international students from 122 countries, NUI Galway contributes greatly to the diversity and dynamism of Galway City and West of Ireland. We have an academic community of world-leading researchers working at the forefront of their fields and offers our students opportunities to collaborate internationally through its programmes. The University has a long-established reputation of teaching and research excellence in the Colleges of Arts, Social Sciences, and Celtic Studies; Business, Public Policy and Law; Engineering and Science, and Medicine, Nursing & Health Sciences with over 2,770 staff, and 110,000 alumni network worldwide. NUI Galway is one of the largest employers in Galway and makes a significant contribution to the economic, social, and cultural fabric of the city.

NUI Galway is recognised in the top 1% Universities in the 2021 QS World University Rankings, which confirms its position among the world's elite educational institutions in the world. Our vision is to be a driver of transformational change for our people, our region and our world, where our values-based culture of excellence, ambition and the wellbeing of our communities is at our core.

Learn more at www.nuigalway.ie or www.nuigalway.ie/strategy2025/.

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Northern Trust

Northern Trust has serviced Irish clients since 1989, setting-up its Dublin office in 2000. Today, it is one of Ireland's largest fund administrators and custodians, supporting sophisticated global investors across a full spectrum of asset classes and strategies.

Northern Trust in Ireland provides fund administration, global custody, depositary and middle office services to fund managers and institutional investors worldwide, including traditional and alternative asset managers, insurance companies and multinational pension funds.

Through our expertise and dedication, we transform the plans of the world's most successful individuals, families and institutions into action so that we can help our clients reach their most ambitious goals.

Spanning decades and generations, our longevity comes from the recognition that we are more than a financial institution. We are active participants in our communities, global leaders in business and philanthropy and thoughtful architects of innovative employee benefit and support programs.



NUA Healthcare

Nua Healthcare is one of Ireland's leading Care Providers. We provide Residential, Supported Living, Day and Community Outreach Services to both Children and Adults with a range of complex support requirements.

At Nua Healthcare, we are proud to offer high standards of service and care. Renowned for offering some of the best facilities in the country; our residential accommodation combines modern state-of-the-art facilities with beautiful outdoor environments. Our tailored day care programmes encompass a wide variety of stimulating and enjoyable activities.

Our team bring a wealth of experience in supporting individuals with a range of complex needs including, but not limited to:

- Autism
- Asperger Syndrome
- Acquired Brain Injuries
- Challenging Behaviour
- Intellectual Disabilities with Alzheimer's or Dementia
- Mental Health Rehabilitation and Recovery
- Personality Disorders



O'Connor Sutton Cronin (OCSC)

O'Connor Sutton Cronin (OCSC) is Ireland's leading indigenous multidisciplinary Consulting Engineering Group, with offices in Dublin, Cork, Galway, Belfast, London and Birmingham. Our success is founded on a reputation for providing award winning design creativity, excellence and cost effective solutions. Best international experience combines with local knowledge in a professional, friendly, 'can do' attitude.

Increasingly, we understand that OCSC is a people business and we put people at the heart of our business. Adopting best practice people management is therefore essential to continue the OCSC success story, as we transition to new ways of work.

Building on previous achievements as one of Ireland's 'Best Workplaces 2020 – Great Place to Work' and as an 'Engineers Ireland CPD accredited Employer', OCSC recognises the importance that Wellness will play in creating a modern progressive workplace that enables our people to be the best that they can be.

OCSC are looking forward to working with Ibec to achieve the KeepWell Mark.



Oberstown Children Detention Campus

Oberstown Children Detention Campus (Oberstown) is Ireland's national facility for the detention of children remanded or sentenced by the courts. Located in Lusk, Co Dublin, Oberstown's principal objective under the Children Act 2001 is to provide appropriate care, education, training and other programmes to young people between 12 and 18 years with a view to reintegrating them successfully back into their communities and society. The framework for providing these objectives is CEHOP®, which focuses on providing Care, Education, Health and wellbeing interventions, Offending behaviour programmes and Preparation for leaving.



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Oracle EMEA Limited

Are a cloud technology company that provides organizations around the world with computing infrastructure and software to help them innovate, unlock efficiencies and become more effective. We also created the world's first – and only – autonomous database to help organize and secure our customers' data. Oracle Cloud Infrastructure offers higher performance, security, and cost savings. It is designed so businesses can move workloads easily from on-premises systems to the cloud, and between cloud and on-premises and other clouds. Oracle Cloud applications provide business leaders with modern applications that help them innovate, attain sustainable growth, and become more resilient. The work we do is not only transforming the world of business—it's helping defend governments, and advance scientific and medical research. From nonprofits to companies of all sizes, millions of people use our tools to streamline supply chains, make HR more human, quickly pivot to a new financial plan, and connect data and people around the world. At work, we embrace diversity, encourage personal and professional growth, and celebrate a global team of passionate people developing innovative technologies that help people and companies tackle real-world problems head-on.



Pfizer Global Business Services

In 2003, Pfizer established its EMEA GBS function, Pfizer GBO Dublin, which now employs approximately 500 colleagues. Today we are the largest Strategic Financial Shared Services centre and the largest industry-based employer of Chartered Accountants in Ireland.

Our colleague groups such as the Great Place to Work and Sports and Social teams have focused on employee wellbeing through sporting, leisure and welfare activities. In recent times, our Diversity and Inclusion group has led many initiatives that ensures all colleagues can "bring their whole selves" to work each day. We have also developed a strong learning and development culture; colleague accreditations and qualifications include Chartered Accountants Ireland, CIMA, ACCA, Irish Association of Corporate Treasurers, the Irish Tax Institute as well as qualifications in Global Business Services. As our colleagues are our greatest asset, we are committed to keeping Employee Wellbeing front and centre in everything we strive to achieve.



Quality and Qualifications Ireland (QQI)

Quality and Qualifications Ireland (QQI) is the independent State agency responsible for promoting quality and accountability in education and training services in Ireland.

Our work supports public confidence in the quality of education and training, promotes trust in the National Framework of Qualifications and drives a culture of continuous improvement by education and training providers. We are committed to working enthusiastically and purposefully towards a vision of Ireland that offers extensive high-quality education and training opportunities, enabling learners to fulfil their potential by achieving qualifications that are valued nationally and internationally.



RCSI University of Medicine and Health Sciences

RCSI is a higher education, professional training and research university focused on medicine and health sciences. Founded by Charter in 1784, the RCSI University of Medicine and Health Sciences, continues today to set and support professional standards for surgical training and practice in Ireland. The RCSI School of Medicine, the second oldest in Ireland, was founded by an amending Charter in 1886. Today, RCSI is an innovative, research intensive, leading international health sciences university with undergraduate and postgraduate schools and faculties across the health sciences spectrum. Employing over 1,200 academic and professional staff, RCSI is home to a number of healthcare institutes and leading research centres driving pioneering breakthroughs in human health. The university also has four international campuses in Bahrain, Dubai and Malaysia, as well as being the academic partner of RCSI Hospitals Group.

RCSI's key commitment to research, education and society on a global scale is at the heart of the organisation. Recognising this, we are currently ranked joint second internationally for the UN Sustainable Development Goal Good Health and Wellbeing in the THE University Impact Rankings 2022, and are among the top 250 universities in the world (THE World University Rankings 2022). With over 4,500 undergraduate and postgraduate students, those who attend RCSI are a key part of our success. As a testament to this, we were recently awarded University of the Year 2022 for Student Engagement (The Sunday Times Good University Guide).



Right at Home

Right at Home is one of Ireland's leading providers of home care, providing support for seniors and adults with disabilities in the comfort of a familiar environment. Located and servicing Dublin, Galway, Cork, Kildare, Wicklow, Mayo and Roscommon, Right at Home offers home care services for almost any family and practically any situation through their personalised care plans.

Established in Ireland in 2013, Right at Home is a nurse lead team of experienced social care and

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community caregivers and an advisory group of clinical professionals.

Right at Home offers significant assistance and support to help their carers develop their professional career in a way that interests and stimulates them. To support staff, they also run a number of wellbeing initiatives and events throughout the year.



Roche Products (Ireland) Ltd

Roche is a healthcare solutions provider dedicated to doing now what patients need next. The Irish office is located in Dublin and with employees working across access, business strategy, commercial, finance and business operations, healthcare innovation, licence to operate, medical and people and culture. The organisation is proud to have colleagues join the team from around the world and from varied backgrounds and proud of the work we do together. Employees are networked and collaborative and united in its focus of making Ireland a better place for patients.

Roche is dedicated to supporting patients and patient groups and has provided grants, sponsorships and donations to Irish groups and organisations dedicated to making a difference in the lives of patients. The organisation is committed to patient groups and has built strong and lasting partnerships with organisations such as the Irish Haemophilia Society, the Irish Lung Fibrosis Association, the Marie Keating Foundation and MS Ireland.

Looking to the future and its mission of doing now what patients need next, Roche is working hard to advance the concept of 'personalised healthcare' – transforming lives by delivering care tailored to each individual – helping to prevent, diagnose and treat illnesses more effectively.



Ronan Daly Jermyn LLP

Ronan Daly Jermyn LLP (RDJ) is one of Ireland's top 10 full-service law firms with offices in Cork, Dublin, Galway and London.

From multi-nationals to scaling and established Irish companies operating in international markets, higher education institutions, financial institutions, leading insurance companies and the public sector, RDJ's clients lead and innovate in their field of endeavour, in Ireland and across the globe. The firm has dedicated teams across corporate, finance, employment, property, tax, litigation and data protection, all of whom work together to help clients accelerate opportunities, minimise risk and achieve their short and long-term goals.

With strong values around diversity, employee engagement and service delivery, RDJ has been recognised with Ibec's workplace accreditation, the KeepWell Mark; the Irish Centre for Diversity's Investors in Diversity Silver Standard; and is certified for ISO 27001, the recognised international standard for information security management. RDJ has also been named as a leading firm in Chambers Europe, Chambers Global and The Legal 500.



Saint John of God Hospital Stillorgan

Saint John of God Hospital, Stillorgan is an independent acute psychiatric teaching hospital with 182 in-patient beds and one of the leading European providers in mental health treatment and care. In addition to a range of outpatient services, which include psychiatry, psychology, WRAP (the Wellness Recovery Action Plan) and the Stress Clinics located in Dublin. The Hospital currently provides specialist services in Addictions, Psychosis, Eating Disorders, Psychiatry of Later Life and Adolescent services.

The Hospital is affiliated with University College Dublin, Trinity College Dublin, Dublin City University, the University of Limerick for undergraduate and postgraduate healthcare professional programmes, the Royal College of Surgeons in Ireland and the College of Psychiatrists of Ireland.

Saint John of God Hospital is included in the Top 100 Companies Leading in Wellbeing Index which acknowledges companies across Ireland that are leading the way for employee wellbeing and who, through their commitment to instilling a best practice approach, have made a lasting impact on their employees and on the business community.



Samben Ltd

Samben Ltd T/A 'Our McDonald's' is made up of seven restaurants from counties Kilkenny, Tipperary, Waterford, and Cork. Our mission statement is "Growing Better Together"; better employee experiences, better customer experiences and making our communities better. At Our McDonald's we operate based on five core values: Honesty, Integrity, Respect, Empathy and Diversity, or H.I.R.E.D., these values guide us in everything we do at Our McDonald's. Our passion is our people.

We are proud of many things, none more so than our people and our commitment to their happiness and their wellbeing. We believe a happy team is a productive team, we embrace the uniqueness of each individual and actively encourage them to be themselves in work, and we look to build on the team ethic in everything we do. Without a doubt, a standout highlight for Our McDonalds in recent

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years has been our accreditation with The KeepWell Mark by Ibec. This acknowledgement of our commitment to employee wellbeing recognises the importance of wellbeing at Our McDonald's. We have always contended that above all, we are a people business. We believe a path to success across all business drivers is through workplace wellbeing and we are so proud of our commitment to this and our achievements to date.



Sanofi Waterford

Sanofi is dedicated to supporting people through their health challenges. We are a global biopharmaceutical company focused on human health. We prevent illness with vaccines, provide innovative treatments to fight pain and ease suffering. We stand by the few who suffer from rare diseases and the millions with long-term chronic conditions. With more than 100,000 people in 100 countries, Sanofi is transforming scientific innovation into healthcare solutions around the globe. In Waterford, our team of more than 700 professionals work at a state-of-the-art biopharma and medical devices campus from where products are supplied to patients worldwide.



Servier (Ireland) Industries Ltd

Located on a magnificent 60 acres just outside Arklow, Co. Wicklow, Servier (Ireland) Industries Ltd. was established in 1989 with just 12 staff. Our beautiful architecturally designed pharmaceutical manufacturing plant is now home to approximately 450 staff and is the second largest site in the Servier Group network.

Focusing on five therapeutic areas – oncology, cardiovascular diseases, metabolism, immune-inflammatory diseases, neuropsychiatric diseases – we export to over 100 countries and are committed to providing patients with quality medicines.

People are what make our business – our patients and our team. We are focused on communication and engagement; always striving to do better for the wellbeing of our business, our patients and our employees. We have Excellence Through People certification from the NSAI.

We embrace our responsibility to the environment. We hold ISO standards for Environmental, Safety and Energy Management and are a zero waste to landfill site – quite an achievement and one we work hard to maintain.

We have introduced several projects, involving and benefiting local schools and charities. Our 'Promise to Plant' programme has seen us plant 10,000 native Irish trees on our site over the last 10 years and we are home to a diverse range of wildlife including 400,000 Irish bees introduced in 2017.

In 2021 Servier Arklow is focused on the start of a five year project which will take our business into new and exciting directions, providing opportunities to staff and benefits to our patients, whilst we will also develop a new and ambitious CSR strategy to challenge ourselves to go further. #TeamServier



Sky Ireland

Sky is Europe's leading media and entertainment company and is proud to be part of the Comcast group. Across six countries, we connect our 24 million customers to the best entertainment, sports, news, arts and to our own award-winning original content.

Our technology, including the market leading Sky Q, connects people to everything they love in one place, easy. Our streaming service, NOW brings viewers all the enjoyment of Sky with the flexibility of a contract-free service.

We believe that we can be a force for good in the communities in which we operate. We're committed to being Europe's first net zero carbon entertainment company by 2030 and we're proud to be a Principal Partner and Media Partner of COP26. We take pride in our approach to diversity and inclusion: we've been recognised by The Times and Stonewall for our commitment to diversity and we've set ambitious 2025 targets to continue to increase diversity and representation. . Sky employs approximately 1000 people in Ireland across a range of areas, including marketing, finance and customer service.



Sport Ireland Campus

The Sport Ireland Campus is the home of Irish Sport, not just for our Athletes, but for the community. The Sport Ireland Campus is home to world-class indoor and outdoor facilities which host local, national and international events and which are perfect for team and individual training. The Campus also provides valuable amenities for the local community with facility rentals, kids camps, sports academies, birthday parties, team-building events, corporate conferences and more.

The Sport Ireland Campus is operated by Sport Ireland Facilities DAC, whose mission is to continuously improve the operation of the facilities to a world-class standard, increasing usage, and providing excellent service in a safe environment to all customers.



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St. Patrick's Mental Health Services

St Patrick's Mental Health Services (SPMHS) is Ireland's largest independent, not-for-profit mental health service provider. It provides community and outpatient care through its [Dean Clinics](#), and day patient services through its [Wellness & Recovery Centre](#). A multidisciplinary inpatient service is provided through its three approved centres: [St Patrick's University Hospital](#) (241 beds), [St Patrick's, Lucan](#) (52 beds) and [Willow Grove Adolescent Unit](#) (14 beds). SPMHS also offers a [Homecare service](#) and [remote access to its services](#) through phone, video or online channels.

SPMHS' vision is to see a society where all citizens are empowered and given the opportunity to live mentally healthy lives. It works to provide the highest quality mental healthcare; to promote mental wellbeing and mental health awareness; and to advocate for the rights of those experiencing mental health difficulties. This is achieved through a human rights-based approach; through the enhancement of evidence-based knowledge; and by striving to be at the forefront of new initiatives and advances in the field.



Stryker Macroom

Our Manufacturing site in Macroom, County Cork, with over 250 employees, owned by Stryker, is focused on manufacturing upper extremities medical devices.

Renowned for our people friendly culture and a passionate commitment to operational excellence, our approach to employee Wellbeing has become more developed, more sophisticated and ever more responsive over time to employee needs.

Since achieving the KeepWell Mark in February 2020, we continue to learn how to encourage and support the Wellbeing of every employee. We adapted our Wellbeing strategy during the Covid-19 pandemic, with many of our colleagues working remotely and using virtual communications.

As an employer, Stryker Macroom does not take Wellbeing for granted, and having the KeepWell Mark accreditation is valued given our continuing journey to support and promote the Wellbeing of all our employees.



St. Vincent's Private Hospital

St. Vincent's Private Hospital is the single, biggest private hospital in Dublin and part of St. Vincent's Healthcare Group.

Situated on the same grounds as St. Vincent's University Hospital, in Elm Park, Dublin 4, we share resources, expertise and medical facilities with one of the country's leading academic teaching hospital. This means that we have the capacity to deal with a high volume of patients with a variety of different and often complex medical and surgical requirements.

The hospital has 236 inpatient beds, 31 general and 23 oncology day care beds, 6 Infusion suites, 24 consulting rooms, operating theatres for major and minor Surgery, 3 Endoscopy procedure rooms, Radiotherapy, Cardiac Catheterisation Laboratory, Cardiology and Diagnostic Imaging facilities which includes General Radiography, CT Scanning, Interventional Radiology, Mammography, Ultrasound and Magnetic Resonance Imaging (MRI), Sleep Laboratory, and Pulmonary Laboratory / Diagnostic facilities.

At St. Vincent's Healthcare Group we will strive to maintain excellence in clinical, multi-disciplinary care, education and research – and we will continue to develop our hospitals in line with these principles, and with our responsibilities to the wider Irish healthcare system. We will treat each of our patients individually with dignity and respect recognising, at all times, the right of everyone to access the care and treatment they need to achieve the best possible healthcare outcomes – regardless of race, ethnicity, religion or gender. We will remain true to our values of human dignity, compassion, justice, quality and advocacy.



Tallaght University Hospital

Tallaght University Hospital (TUH) is one of Ireland's largest acute teaching hospitals, the Hospital has 450 inpatient adult beds, 74 onsite day beds for Dialysis, Oncology, Infusion, Haematology, Cardiology, Bone & Joint and minor surgery services. The Hospital also has a Day Surgery Centre located near the Hospital which has four theatres and 25 bays for elective surgery. There are an additional 61 offsite beds under its governance. The Hospital is staffed by over 3,000 people with 63 different nationalities represented on the team.

The Hospital is a provider of local, regional and national specialties. It is also a national urology centre, the second largest provider of dialysis services in the country and is a designated trauma unit. TUH is one of the two main teaching hospitals of Trinity College Dublin - specialising in the training and professional development of staff in areas such as nursing, health & social care professionals, emergency medicine and surgery, amongst many others. TUH is part of the Dublin Midlands Hospital Group which serves a population of over 1.2M across seven counties.

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Tayto Snacks

Tayto Snacks certified as a Great Place to Work, one of Ireland's Best Workplaces, and recently also recognised as a Great Place to Work for Women, is home to Ireland's most iconic snack brands including Tayto, Hunky Dorys and King crisps. At Tayto Snacks, people are the essence of our organisation. We champion a culture of growing our people to manage and lead the business.

Tayto Snacks core values focus on Thinking Responsibly, Acting Entrepreneurially, and Growing Together. Everyone is given the opportunity to contribute to the success of the business. We care about the quality and safety of our food products, the environmental impact of our operations, the social implication of our supply chain, our investment in local communities and our colleague's welfare. Tayto Snacks currently employs approximately 330 colleagues based primarily at our production site in Ashbourne Co. Meath.



Teva Pharmaceuticals Ireland Ltd

Teva Pharmaceuticals has been developing and producing medicines to help improve people's lives for more than a century. We are committed to being a global leader in generic and specialty medicines with a portfolio of 3,500 products in nearly every therapeutic area. Around 200 million people around the world take a Teva medicine every day. They are served by one of the largest and most complex supply chains in the pharmaceutical industry. Along with our established presence in generics, we have significant innovative research and operations supporting our growing portfolio of specialty and biopharmaceutical products.



The Central Bank of Ireland

The Central Bank of Ireland serves the public interest by safeguarding monetary and financial stability and by working to ensure that the financial system operates in the best interests of consumers and the wider economy. Our vision is to be a central bank that is trusted by the public, respected by our peers and to be a fulfilling place to work for our people. Underpinning our public service mandate are our values of integrity and care, courage and humility, and teamwork and excellence.

Our annual wellbeing programme focuses on the three wellness pillars of mind, body and life, representing the holistic nature of wellbeing and promoting good physical, mental and emotional health. Throughout the past year in our response to the pandemic, we have sought to take a people first approach – to show care to our people by recognising and supporting them deal with the challenges they face and providing clarity so we each know what to expect, and what is expected from us at this time. We developed and continue to develop various supports and guidelines for our colleagues and people managers to help them through this very challenging time, not just in relation to our work but also in our personal lives as well.

We are committed to the health, safety and wellbeing of our people and are delighted to be part of the KeepWell Initiative receiving re-accreditation in 2020.



The Convention Centre Dublin (The CCD)

The Convention Centre Dublin (The CCD) was developed to provide a world-class conference venue in the heart of Ireland's capital city. Since opening in September 2010, The CCD has hosted over 2,000 events and won 55 industry awards, continuing to position Ireland on the world stage for international conferences, congresses and events. The CCD strives to offer a truly world-class venue in every sense, from the quality of the facility, through to every aspect of service. People are at the heartbeat of The CCD, it is the team that brings the venue to life.

BeWell – Wellbeing at The CCD

The CCD's wellbeing journey began some years ago, with more proactive and focused attention in 2017, driven by Human Resources (HR). In late 2020, the venue went a step further and a wellbeing committee was established with members of the business across many departments represented.

The purpose of the wellbeing committee is to assess, plan and implement activities that will help Clann CCD (all those who work at The CCD) to be more aware, motivated and skilled around life decisions and to increase their own and other's wellbeing. The committee's role is also to build a workplace environment that is supportive of living a healthy lifestyle, acting as the voice of all employees to cultivate an organisational culture of healthy living.

BeWell, The CCD's wellbeing programme, is developed around six core pillars of wellbeing – emotional, social, financial, mental, environmental and physical.

Engaging with the KeepWell Mark and achieving accreditation in December 2021 was a key goal for the wellbeing programme and ensures that The CCD remains up to date with new developments in the area of wellbeing, offering their employees a more rounded wellbeing programme.

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The CCD continues to build upon their wellbeing foundations and offerings, by taking a holistic approach to wellbeing and supporting our people by offering a flexible working environment and encourage a positive work/life balance.



The Environmental Protection Agency

The EPA is responsible for protecting and improving the environment as a valuable asset for the people of Ireland. We are committed to protecting people and the environment from the harmful effects of radiation and pollution.

Likewise, we are committed to improving our workplace wellbeing practices for all our employees and have attained the 'The KeepWell Mark' accreditation since 2020. This evidence-based accreditation, with health and wellbeing standards, allows the EPA to benchmark against other organisations and maintain the standards, through the promotion of health and wellbeing in our workplace, which will ultimately help our employees realise their full potential.



The Irish Aviation Authority

The Irish Aviation Authority (IAA) is a commercial semi-state company employing over 700 people at six locations around Ireland. The IAA has two main functions: the regulation of the civil aviation industry in Ireland and the provision of air traffic management and related services in Irish controlled airspace.

The IAA is currently undergoing a process of structural change. Air navigation service provision (including air traffic control) will be separated out as a stand-alone entity, and the Commission for Aviation Regulation will be merged with the IAA. Peter Kearney will continue as CEO of the Air Navigation Service Provider, and Diarmuid Ó Conghaile has been appointed Aviation Regulator / CEO of the reconstituted IAA, which will be the overall sectoral regulator with responsibility for safety and security, as well as the economic regulation (incl. Dublin Airport charges), consumer protection and licensing / supervision of the travel trade.



The Irish Music Rights Organisation (IMRO)

IMRO administers the performing right in copyright music in on behalf of its members (songwriters, composers, and music publishers) and on behalf of members of the international overseas societies that are affiliated to it. IMRO's core function is to collect and distribute royalties arising from the public performance of copyright works. With a global scope, we represent creators along the chain of creation. At IMRO, we are committed to creators. We stand up for music and the people who make it and perform it. A community for creators, we listen, advocate, educate, invest, and engage to shape a culture of musical worth. We help music creators to adapt to change and receive full and fair return for their work.



The National Treasury Management Agency (NTMA)

The NTMA is a State body which operates with a commercial remit to provide asset and liability management services to Government. It has evolved from a single function agency managing the National Debt to a manager of a complex portfolio of public assets and liabilities.

Businesses managed by the NTMA include:

- borrowing for the Exchequer and management of the National Debt;
- the State Claims Agency;
- NewERA;
- the Ireland Strategic Investment Fund; and
- the National Development Finance Agency.

The NTMA also provides staff and business support services to:

- the National Asset Management Agency;
- the Strategic Banking Corporation of Ireland; and
- Home Building Finance Ireland.



TLI Group

TLI Group is a critical utility infrastructure engineering and construction company, operating extensively within the utilities sector in Ireland, Northern Ireland and the UK. The company delivers mission critical projects for prominent clients such as ESB Networks, NIE Networks, Scottish and Southern Energy, Siro (ESB/Vodafone JV), the Sustainable Energy Authority of Ireland, National

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Broadband Ireland and a multitude of clients in the renewables industry, such as RES and EDF Energy.

Providing a risk assured, professional turnkey project management delivery on national infrastructure projects in the area of overhead powerlines, telecom networks and electrical substations is the company's core expertise. In addition, the company is an active contractor in the rollout of the national smart metering programme and also a delivery partner to the SEAI and Electric Ireland, in relation to home energy retrofit projects.

In the drive towards a carbon neutral economy, as set out in the National Development Plan, the company is playing a leading role in helping to deliver a brighter net-zero future.

The Group are a value-centric business focusing on Safety, Customer, Delivery, Flexibility, People and Teamwork.

With a current 850+ strong workforce, the company's mission is to design, build and maintain vital services, connecting people on behalf of our customers. In doing so, TLI Group plays a leading role in promoting the development of utility infrastructure and thus providing safe, reliable and sustainable utility networks for future generations. The company vision is to be the safest, best in class and successful service provider, bringing lasting benefit to the customers and communities we serve.



Transdev



Transdev is a leading public transport company, delivering high quality transportation services around the world. Our teams use our wealth of local knowledge and international experience to bring public transport services to the heart of communities. Because moving is essential to meet, work... or simply to live, our purpose is to empower freedom to move everyday thanks to safe, reliable and innovative solutions that serve the common good. We are actively involved in the energy transition and bridging the social divide. We connect and reconnect people & communities, the rural to the urban, providing solutions tailored to the needs of our customers and passengers. We share and act for the collective, to contribute to the wellbeing of society and to create opportunities and progress. We care about people and the environment, in order to achieve reliable and sustainable mobility. We dare to take up challenges and step out of our comfort zone to always offer the best solutions and innovations in response to tomorrow's challenges. We are proud to make 11 million people travel daily across 5 continents. We are people serving people. And mobility is what we do.

Unum Ireland



Unum Ireland serves as a Centre of Excellence for strategic software development and services centre. We play a vital part in developing critical business applications at scale.

We are ambitious and you should be too. We want talented people that are willing to go that extra mile. You will be challenged and in return we provide you with the best tools and leading technologies available, an industry competitive salary, health insurance for you and your family, a pension among other benefits.

At Unum Ireland, there is culture of openness, honesty and respect. We are one of the very few Fortune 500 companies with a base in Ireland located outside of Dublin. This allows the added advantage to our staff of having a competitive Dublin salary with the much lower cost of living in Carlow.

Another advantage of working in our Carlow base is the ease of commute. New hires always remark that the commute time rarely fluctuates so they know how long the journey is going to take them unlike previous work commutes in large urban areas like Dublin or Cork.

Following the [latest House price report from Daft.ie](#) the average house price in county Carlow is half of the average house price in county Dublin making it a great destination for those looking to make the big purchase.

Lastly, Unum encourages employee participation in local charity work and regularly donates to local charities. The latest charities to benefit are St Clare's Food Kitchen, Eist, An Gairdin Beo, Charlie Curran Race, Carlow Volunteer Centre, Christmas Rotary Tree & Carlow Order of Malta.

Viasat



Viasat is a global communications company that believes everyone and everything in the world can be connected. For more than 35 years, Viasat has helped shape how consumers, businesses, governments and militaries around the world communicate. Today, the Company is developing the ultimate global communications network to power high-quality, secure, affordable, fast connections to impact people's lives anywhere they are—on the ground, in the air or at sea.

Viasat is dedicated to promoting and supporting the health and wellbeing of all of our employees through a wide variety of programmes and initiatives. We consider Wellness holistically - it's about the whole you: work-life balance, taking care of yourself, and being part of a meaningful wellness-driven community. Viasat wants to support employees in being their absolute best, whatever that

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means personally. Our leadership team made the decision in 2021 to participate in the KeepWell Mark and we are on track to completing our assessment in the coming months. We look forward to receiving the results to help inform our key areas of focus for 2022 and beyond.



WILLIAM FRY

William Fry

At William Fry, our client-focused service combines technical excellence and a practical, constructive approach to business issues. We advise leading domestic and international corporations, financial institutions and government organisations. We regularly act on complex, multi-jurisdictional transactions and commercial disputes. Strong client relationships and high-quality advice are the hallmarks of our business.

We are ranked by international directories, clients and market commentators alike as being a leader in our main areas of work: Corporate & M&A, Banking & Finance, Litigation & Dispute Resolution, Asset Management & Investment Funds, Real Estate, Insurance, Competition & Regulation, Tax, Projects & Construction, Employment & Benefits and Technology.

Our head office is in Dublin. We have offices in Cork, London, New York, San Francisco and Silicon Valley and are members of a global law firm network to service our clients at home and abroad. Through our alliance with Tughans, Northern Ireland's largest law firm, we provide an all-island solution.

Achieving results for clients is our priority. Continued investment in people and technology help us provide practical and prompt solutions.

xerox

Xerox

In Ireland, Xerox is an all Island based company, employing in excess of 400 staff in Dublin, Dundalk and Belfast. For more than 100 years, Xerox has continually redefined the workplace experience. Harnessing our leadership position in office and production print technology, we've expanded into software and services to sustainably power today's workforce. Today, Xerox scientists and engineers are continuing our legacy of innovation with disruptive technologies in digital transformation, augmented reality, robotic process automation, additive manufacturing, Industrial Internet of Things and cleantech. Learn more at [xerox.com](https://www.xerox.com).

Our values stand on a foundation of wellbeing, integrity, inclusion, and diversity. We value positive mental health and a sense of belonging for all employees and provide a comprehensive wellbeing programme that supports both our employees and their families.

In March 2022 Xerox opened its new HQ which was designed to support collaboration, engagement, and teaming. Xerox new way of working is a flexible and hybrid work model that supports our way of working. It also allows us to showcase our technology, solutions, capabilities & services to partners and customers and reflects the Xerox brand.

Xtratherm

Xtratherm

At Xtratherm, our greatest resource is our people. Each team member is key in the promotion and implementation of our initiatives to improve sustainability in the Xtratherm operation. We identify and foster talent within the business through personal development programmes, offering apprenticeships through operations, production and administration fostering a strong team ethos with many employees having service for over 20 years.

Our full team are dedicated to getting quality insulation manufactured and delivered to the satisfaction of our customers. There are always demands on our time, skills and talents, but at Xtratherm we firmly believe that happier, healthier staff are more productive and able to cope better working in a highly competitive industry such as ours.

We are delighted to receive the The KeepWell Mark.